



## **UNT Staff Senate General Meeting**

**September 10, 2024, Agenda**

**Union 332 (Senate Chamber)**

### **I. Call to Order**

### **II. Roll Call**

### **III. VOTE to Approve Previous Meeting's Minutes (8/13/24)**

### **IV. Guest Speakers**

- a. Clayton Gibson, CFO, Vice President of Finance and Administration
  - i. Institutional budget approved by the board, enrollment down .5 % , 1-1.5% down on headcount. Haven't increased tuition in 6 yrs, no tuition increase this year, coming from the state for all TX schools. Standard appropriation is up then flat every other year. Utilities, insurance costs go up each year. 53% budget is personnel costs. State appropriation was flat. Moved things around to cover the costs of being a little down.
  - ii. Condensed FY 25 budget graphic provided in slides; contributions by divisions to close deficit graphic; personnel budget by division
  - iii. Revenue- Key Drivers: flat enrollment, increased dining and athletics revenue, more research and student Pell Grants, slightly higher investment income, TUF included in FY24
  - iv. Questions- Reasoning around the hiring freeze? Projected 1-1.5% up, we came in 1% down. 2% difference. Review is making sure we are being strategic that the role is needed in that area. Positions don't disappear, go to an area with more strategic need. No expectation of widespread cuts. Do have a good fiscal base, just trying to be responsible.
    1. Be on Time Funds are last yr priorities continuing- most things should still carry over to CG's knowledge.
    2. UNT Frisco numbers are up across the board
- b. Blair Wilson, Human Resources
  - i. New performance mgmt system up, trainings online and in person
  - ii. Mid-month lab sessions for questions etc. with comp team
  - iii. Working through process of hiring pause.
  - iv. System-wide pay plan, rolled out 9.1.24 , bands widened, some received bump to get into minimum of bands, \$14.50 minimum wage
  - v. Questions- How can you fire people? Seems to take so long for rotten apples. HR will give advice, don't make decisions own- director has to act.
    1. If position was not accepted during the freeze, the position is totally canceled. Transparency would be crucial to candidates that were already going through the interview process.

2. Pay increase email- very vague: Market study, bands were widened. 85% went away because there is a new midpoint. This is step one to get us to midpoint to be more competitive. Adjusted bands to allow for more movement to move employees to where they should be. Made entry points 85% of what the old bands were, everyone gets this in their new pay band. Adjusting compression is the next step in the process. Employees who have been at UNT for a long time frustrated a new person can come in and be at a higher salary and come in with less experience. More messaging to come out about the plan.
- c. Megan Wheeler, President's Office Liaison
    - i. New President
      1. Making rounds talking to people across campus, met with staff senate exec. Team, excited about ways to partner with staff to make a difference across campus.
      2. Redefined Cabinet- a lot more transparency, Brittany Landau, Staff Senate President on Cabinet
      3. Looking forward to an investiture ceremony- November 13th, Wednesday, would like UNT community to come out when he will be invested. State of the University/State of Higher Ed in the Murchison.
      4. Attending October meeting, and standing meetings with exec team
      5. Questions
        - a. Membership Assessment survey- check in with Megan
    - d. Guest Intro- SGA President, Alfred Dosure, invited to attend all meetings to share what is happening from a student lens perspective.

## **V. Constituency Concerns**

- a. Call for New Constituency Concerns
  - i. Pay Scale and Hiring Announcement Updates
    1. Those who started after 2022- need messaging as to why they are not receiving the \$500, especially since there won't be merit.
    2. There has not been a decision on merit as of right now- Blair
    3. \$500 added to base salary divided over 12 months; this was following on a decision that was made 3 yrs ago that this would be permanent which is why people hired within last 2 yrs are not receiving
  - ii. Employee Resource Groups
    1. Abolished as of 8am today
    2. Based on SB-17 compliance
    3. Notified leaders of ERGs
    4. These groups are typically funded, will be out of compliance. All ERGs and 3 faculty committees dismantled. Outside of work hours can get together and have camaraderie.
  - iii. Other
    1. American Sign Language course asked if we could offer one for staff, similar to learning spanish course

2. Housing communication to the freshmen- do a great job, communicates 6 mths ahead, in emails, texts, on check lists
  3. Bring Spring break back for staff?
    - a. Spring date we used to have was reassigned to June 19th. State sets the days. University chooses how to allocate those days, most of ours are over Christmas break.
  4. Frisco Parking- no dedicated staff parking, would be nice to have this. Several employee cars hit by new student drivers.
    - a. Availability of no hot food and no food on Fridays.
- b. Update on Last Meeting Concerns
- i. Parking and Construction
    1. Cannot make highland a two way street, have to look at accessibility, students are the priority to get where they need to be. Construction is a good thing, things are changing, moving, it's positive.
  - ii. Professional Development (interviewing and next professional steps)
    1. Priority of President, keeping good people. Part of new eval system, pay band plan, etc. Page Up professional development plan.
  - iii. Vehicles on Campus

## **VI. Officer Reports**

- a. Chair Report-Brittany Landau
- i. Cabinet Updates
    1. 8am every Wednesday, very transparent. Talked about enrollment, head count down 1.3% , SCH .5% down. Focus on Spring enrollment processes and 8W2 push. Classes and class availability struggle- looking at online classes.
    2. 25% RAs have roommates, 9 students on waitlist to get housing
    3. 3 Priorities: Budget, Research, Student Success
      - a. Budget Model Revamp
  - ii. Division Updates
    1. Division of Planning was dissolved as of last week. All staff have been reabsorbed into other divisions.
    2. Senate Seat allocations have changed, still processing this
  - iii. Post-Card design
    1. New design to be sent out
  - iv. Tailgate recap
    1. 35 Staff Members attended, 84 total people
    2. Swag bag giveaway, successful event
  - v. Senate Exec Meeting with President Keller Recap
    1. August 21st meeting
    2. Great conversation, gave history of Staff Senate, bylaws, structure, looked at budget reviews/projections, how we can help to push student success.
- b. Chair-Elect Report-Alex Ames

- i. Empowering staff members, did not want staff to feel like the help because they are not.
- c. Secretary Report-Stephanie Myers
- d. Treasurer Report-Jeffery Kam
  - i. Budget Updates
    - 1. New fiscal year
    - 2. Still some roll-overs in chart strings. Keep sending receipts
    - 3. Strategic Budget Transformation
  - ii. Budget Committee
  - iii. Strategic Budget Transformation
    - 1. 3 part committee, new budget plan creation, very broad, brand new. Meet weekly. Looking at models from other universities. New website by end of month. President stressed transparency
    - 2. Implemented by January 2025; want this so fast for legislative meeting in Jan.
    - 3. Jeffery representing Staff Senate
- e. Communications Report- Alexis Clingan
  - i. Website Updates
    - 1. Currently have two websites, Staff Success and Staff Senate
    - 2. Removing old forms, etc.
- f. Parliamentarian Report-John Bellon
  - i. Plan for Open Seats
    - 1. Bylaws do not say anything about dissolution of a division. Membership and Assessment will help write new bylaw to cover this.
- g. Assessment Coordinator Report-Jack Long n/a

## **VII. Standing Committee Chair Reports**

- a. Communications and Public Relations-Sarah Romack; n/a
- b. Membership and Assessment-Christian Bridge; meeting today
- c. Staff Success-Lucy Mwanzia and Cheyenne Moore; Sept 20th Pop-In for Popcorn, Escape Rooms this and next week about fully filled up. Time slots for volunteers will be in staff senate teams channel

## **VIII. University Committee Updates**

- a. Call of University Committee Updates
  - i. Athletic Council
    - 1. Pack the stadium for Wyoming game, \$30,000 capacity
    - 2. Monster Mash Oct. 9, fall festival with student athletes
    - 3. Green Lights Gala
      - a. Success! \$360,000 raised, sold out
  - ii. Grad Council
    - 1. Special election for VP
    - 2. 3 minute thesis event

## **IX. Old Business**

- a. Upcoming Events
- b. Mailer to all FTE Staff Updates

- i. As soon as budget posts we can move forward

**X. New Business**

- a. Post Senate Meeting Newsletter Update
  - i. You Asked, We Listened type thing, where we addressed questions in our meetings and put the meeting minute link to relay to all constituents.
- b. Staff Sack Lunch-October 15, 2024
  - i. Volunteers needed (2-3) 11:40am-1pm

**XI. Announcements**

**XII. Adjournment**